



APPLICATION FORM

All applications must include the following information. Separate applications must be submitted for each eligible program. **Deadline: June 1, 2016.** Please include this application form with electronic entry.

PROGRAM INFORMATION

County: Henrico County

Program Title: Teacher Scholars' Program

Program Category: Organizational Development

CONTACT INFORMATION

Name: Cristol Klevinsky

Title: Management Specialist

Department: County Manager's Office

Complete Mailing Address: 4301 E. Parham Rd., Henrico, VA 23228

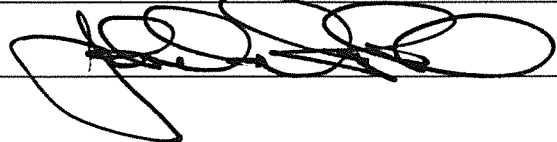
Telephone: 804-501-4370 Website: henrico.us

Email: kle@henrico.us

SIGNATURE OF COUNTY ADMINISTRATOR OR CHIEF ADMINISTRATIVE OFFICER

Name: John A. Vithoukas

Title: County Manager

Signature: 

Short Overview

Can you imagine how great it would be to enter college knowing you had a guaranteed job upon graduation? Henrico County Public Schools (HCPS) has created that opportunity. We already know we have students graduating from high school who want to go to college to focus on teaching. This program provides them an incentive to come back home to teach in Henrico.

HCPS' Teacher Scholars' program, now in its second year, supports our mission by encouraging our own students to become the division's teachers of tomorrow. The Teacher Scholars' program is a homegrown way to address the need for teachers in content areas where there aren't enough qualified applicants. HCPS is experiencing critical teacher shortages in math, Spanish, exceptional education, science, technology education, and family and consumer sciences.

A committee will select up to 15 participants from current high school seniors who apply for the program. The application includes an essay describing why the student wants to be a teacher; finalists will also teach a short lesson. The scholars agree to earn a teaching degree in one of the content shortage areas and HCPS guarantees them a teaching position, along with a \$5,000 one-time supplement, after they graduate from college.

The Problem/Challenge/Situation

In the past several years, HCPS has had challenges recruiting and maintaining qualified teachers in specific content areas. Those areas include math, Spanish, exceptional education, science, technology education, and family and consumer sciences. This need is not just a Henrico County issue. Schools across the commonwealth and the nation face critical shortages in the same subject areas.

These critical shortages have forced human resources staff members to think outside the box in order to come up with creative recruiting initiatives. Mandy Baker, HCPS human resources director, came up with the program's premise: Why not use our own highly talented student base to generate the next generation of Henrico County teachers? Part of the program's inspiration was HCPS' theme: "The Right to Achieve. The Support to Succeed."

The program demonstrates to students that we are willing to invest in them and their futures, and in the future of Henrico County Public Schools.

How the Program Was Carried Out

The HCPS Teacher Scholars' program provides high school seniors with an opportunity to start college knowing they already have a full-time job upon graduation. Our aim was to develop a recruiting program to hire former Henrico County Public Schools students for critical teacher-shortage content areas.

This program is designed to address a critical shortage in teacher hiring in the content areas of math, Spanish, exceptional education, technology education, and family and

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consumer sciences. Mandy Baker, human resources director, and a team of human resources specialists hit the road to promote the program by presenting its attributes and requirements at group meetings at all HCPS high schools. They distributed promotional materials created in collaboration with the school division's communications and public relations department.

The program was created in 2014-15, required one month for development, and is being implemented throughout the 2015-16 school year. It is targeted at HCPS seniors, who comprise a group of about 13,380 students.

The program application requires an updated resume and an essay entitled "Why I want to be a teacher." Applicants selected for interviews experience behavioral-based interview questions and must be prepared to teach the panel a short lesson plan. The panel looks for enthusiasm, knowledge of the lesson and the clarity and creativity of the student's presentation.

Up to 15 teacher scholars will be chosen this year. Those who are selected agree to earn a teaching degree or complete an undergraduate degree in one of the content shortage areas, such as Spanish. When each student graduates from college, HCPS will guarantee him or her a teaching position, along with an extra \$5,000. Teacher Scholars agree to teach in Henrico County Public Schools for at least three years and to be placed where they are most needed. Should they leave before the three years is up, they are required to repay the \$5,000.

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HCPS keeps in touch with the students during their collegiate journey in order to get to know them better. This practice also affirms the key HCPS focus area of relationships. Additionally, when summer job opportunities become available in the school division, teacher scholars have the opportunity to apply to gain further experience.

This program is a no-risk opportunity for students who are interested in the teaching profession. If they get to college and decide teaching is not the right path for them or they decide not to return to Henrico County, they can opt-out of the program at any time during college.

Previous years' budget restrictions have taught our teams to be more creative in approaching staffing needs – especially with the constraints of limited recruiting budgets. Promotional brochures and posters needed to advertise the program cost less than \$200. Time and effort spent by the human resources team visiting high schools was done during the school/work day and was considered a regular part of the department's recruiting efforts. Our economic reality has meant doing more with less.

The following technology were used:

- HCPS Intranet
- HCPS secondary school blog
- Email to parents of seniors

Financing and Staffing Cost

The main cost associated with the Teacher Scholars' program was the production of promotional posters and brochures, which cost about \$200. If 15 program participants are selected this year, we expect a net gain of five to seven HCPS teachers within five years. This is contingent on how many participants elect to return. With a \$5,000 sign-on bonus, this could cost HCPS \$25,000-\$35,000 in four or five years.

Having the ability to plan in advance for this outlay will allow the human resources team to target advertising dollars for this program so we will be prepared for the expense when it comes due. Our hope is that this will be an ongoing line item in our budget until the critical teacher shortage in these content areas is eliminated.

Program Results

The results of the Teacher Scholars' program won't be known until the students graduate in four to five years. By selecting 15 participants this year, the school division is estimating a net of five to seven teachers. No matter the net gain, this program demonstrates to students that we are willing to invest in them and their futures, and in the future of Henrico County Public Schools.

Brief Summary

HCPS is the sixth largest school division in the commonwealth of Virginia, and is growing. To meet the teacher staffing needs of this large school division, the HCPS Human Resources Department has had to find creative ways to supplement its recruiting efforts. This is especially important in subject areas for which there are critical teacher shortages.

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With no outside assistance, HCPS' human resources director came up with a unique way to try to resolve this problem through the Teacher Scholars' program. What better way to advertise and highlight our students' academic achievement than by hiring them back as our own teachers? By guaranteeing them a job when they graduate from college along with a substantial sign-on bonus, we're sending a message that we're investing in them and their futures, and in the future of our students.

Supplemental Materials

- Poster
- Brochure text
- Henrico Citizen article

Graduating **SENIOR** and want to **TEACH?**

**Apply NOW for a
guaranteed job
after college!**



The Henrico County Public Schools
Teacher Scholars' Program
will accept 15 graduating seniors this year.

Complete your undergraduate degree from an accredited college or university in one of the following focus areas: **Spanish, math, exceptional education, technology education or family and consumer sciences** and Henrico County Public Schools will provide you with a **\$5,000 supplement** and **guaranteed employment.**

For more information:

See School Counseling or visit
henrico.k12.va.us/TeacherScholars.html



Henrico County Public Schools

Teacher Scholars' Program
for High School Seniors



**Looking for a guaranteed
job after college? We have
a place for you at HCPS!**

Program Purpose:

The purpose of the HCPS Teacher Scholars' program is to address the staffing needs and increasing demand for highly qualified teachers in critical shortage teaching areas, thereby improving the delivery of service to HCPS students. **Content areas are: Spanish, Mathematics, Exceptional Education, Technology Education and Family and Consumer Sciences.**

It is our intent to encourage, identify and accept high school seniors who are genuinely interested in teaching to pursue the career, and then return to HCPS with a guaranteed role as a teacher in one of these critical shortage areas!

Applications will be reviewed by a committee and 15 Teacher Scholars graduating in 2015 will be selected.

Eligibility Requirements as a High School Senior:

- Be a U.S. citizen or eligible for employment in the U.S.
- Be a high school senior graduating this year.
- Agree to enroll and complete a teacher education program at an accredited college or university leading to VADOE teacher certification in one of the identified shortage areas.

OR

- Agree to enroll and complete a program at an accredited college or university leading to an undergraduate degree in the content focus area. (Spanish, FACS, etc...)

Application Process:

Interested students must complete the application provided, include a resume, and the name and contact information of two references.

In addition, a written essay is required explaining, "Why I want to be a teacher." Applicants may also be subject to an interview before a panel, and/or required to teach a short lesson on an approved subject of your choice.

Eligibility Requirements as a College Graduate:

- Be an approved participant in the Teacher Scholars' Program for HCPS.
- Receive a positive reference from student teaching experiences.
- Receive a positive reference from your university student advisor.
- Be flexible as to your placement within HCPS so that we can best meet the needs of our student population.
- Those who meet all eligibility requirements will also receive a \$5000 supplement with a minimum three year commitment required. Forfeiture of this three year commitment will result in full pay back of the supplement.

This is a no risk opportunity:

We realize plans change and life can take you in other directions. The Teacher Scholars' program is a no risk opportunity. If you find that during your collegiate journey you are no longer interested in participating in the HCPS Teacher Scholars Program, you just need to simply let us know.

BREAKING GROUND Construction begins on West Broad Marketplace retail center in Short Pump. P. 2
Henrico County's Hometown Newspaper Since 2001

BLUE RIBBON Henrico elementary school celebrates national designation. P. 3
JAN. 22-FEB. 4, 2015



HENRICO CITIZEN

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GEN. ASSEMBLY



Henrico representatives discuss the new G.A. session. Details, p. 6-7

ENTERTAINMENT



Environmental Film Festival screenings planned in county. Details, p. 9

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A dream remembered

Dr. Arthur Roots of Richmond (above) sings a capella during the Martin Luther King, Jr. Day Commemoration at Highland Springs United Methodist Church Jan. 19. The event also featured Henrico native and actor Tony Cosby (at left) giving his impassioned version of King's famous "I Have a Dream" speech and a performance by the seventh-grade chorus from Fairfield Middle School.

Photos by Roger Walk for the Henrico Citizen

Classic sounds

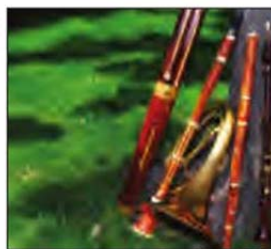
Henrico-based orchestra steps back in time

By Eileen Mellon

On March 13, the local music scene will go back in time 200 years.

That's when Mannheim Rocket, a period-instrument-based orchestra, will play its inaugural concert at Monumental Church in Richmond, offering music lovers the chance to step back two centuries and experience 200-year-old music performed with 200-year-old instruments.

"I've played music all over the country, and when I came to Richmond there wasn't really an outlet for this type of period-instrumental music," said Richard Spece, founder of Mannheim Rocket and an award-winning conductor and clarinetist for a quarter century who moved to the region in 2013. "This is one of the most historic



Contributed photo

Mannheim Rocket will debut its unique sounds of yesteryear in March.

cities on the East Coast, and I wanted to present the music of the past and spark an interest in this type of music."

Formed in 2013, the Henrico-based Mannheim Rocket consists of 24 high-end musicians from all across the country, who

see **MUSIC**, p. 8

HCPS program to guarantee future teaching jobs for current students

By Eileen Mellon

Public high school students in Henrico County will have the opportunity to earn a guaranteed teaching job when they graduate college, thanks to the new Teacher Scholars' program, which Henrico County



Public Schools launched this semester.

The Henrico school division, along with other systems nationwide, has witnessed a shortage in the number of teachers



in areas such as math, Spanish, exceptional education, technology education and family and consumer sciences. The new Henrico program will offer an incentive to students and hopefully spark an interest in teaching.

"I needed to come up with another way to attract candidates in Henrico for these content areas where there are high turnover rates for teachers," said Mandy Baker, director of human resources for Henrico County Public Schools. "It dawned on me that we have such a great population of students working with us now and many of them do come back to Henrico to live and work after college."

Any Henrico County seniors can apply for the program, and a committee will choose 15 students from the applicant pool. If selected, the

see **TEACHERS**, p. 9

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